

## PARAMEDIC/FIREFIGHTER (640-05)

SALARY: \$41,383.68 - \$57,732.48 annually, plus liberal fringe benefits  
**Plus 15% Certification Pay**

### THE POSITION

This is skilled, specialized work of varied difficulty combating, extinguishing and preventing fires; performing rescue and emergency medical services and/or performing special assignment duties in auxiliary service in support of the Fire Department's programs.

Employees in this class are responsible for the protection and preservation of life and property by responding to emergencies and through the performance of firefighting/rescue tasks and providing emergency medical care. Work often requires the performance of hazardous tasks under emergency conditions which may involve extreme physical exertion, heat, noxious smoke, zero visibility and mental concentration. Employees may be assigned to duties employing special skills such as conducting fire prevention inspections, training, emergency medical services, and other support services. Part of duty time is spent inspecting and maintaining equipment and apparatus, in supervised training and in maintaining quarters. Work is normally performed under the close supervision of departmental superiors in accordance with well-defined policies, procedures and/or qualified medical direction; however, employees must be able to exercise independent judgment in reacting to emergencies. Performance is reviewed by superiors through direct observation of work while in progress and upon completion, through review of records and reports, and in consultations with the employee and others knowledgeable of the employee's performance.

**NOTE:** The duties of this position will include all of those duties set forth in the official job description.

### THE REQUIREMENTS

1. Be at least 18 years old.
2. Be a High School graduate or possess a High School Equivalency Diploma (GED) from a recognized issuing agency.
3. Possess a valid Class "D" Florida Driver's License with Emergency Endorsement, have a driving record that meets the City of Fort Lauderdale's requirements, **and** have an **E.V.O.C.** (16 hour) certificate issued by a certified Florida agency. **CEVOI OR II ARE NOT ACCEPTABLE.**
4. Possess a currently valid Firefighter Certificate of Compliance, Certificate of Statutory Compliance or Certificate of Training issued by the State of Florida.
5. Possess and maintain a currently valid Paramedic License issued by the State of Florida and AHA/ACLS Certificate or equivalent. Failure to maintain a current and valid Paramedic License will be cause for termination.
6. Been a non-smoker/non-user of tobacco (any form) for at least one (1) year prior to application, remain smoke free during employment/application process and agree not to smoke or use tobacco (in any form) on or off duty during the tenure of their employment.
7. Possess, or be able to obtain a Broward County-wide Physical Ability card from Broward Fire Academy.

### THE EXAMINATION

The examinations will consist of several parts, weighted as follows:

- |  |           |
|--|-----------|
| 1. Multiple Choice Examination .....                 | 50%       |
| 2. Oral Interview .....                              | 50%       |
| 3. Conditional Job Offer .....                       |           |
| 4. Polygraph Examination .....                       | Pass/Fail |
| 5. Broward County Physical Ability Examination ..... | Pass/Fail |
| 6. Final Background Investigation.....               | Pass/Fail |
| 7. Medical Examination, including drug screen.....   | Pass/Fail |

Applicants must attain a minimum score of 70 in each weighted part of the examination in order to qualify.

### HOW TO APPLY

Application forms should be filled out completely and should clearly show that the minimum qualifications are met. Eligibility for hire may be based on a rating of the application; therefore, completeness and accuracy are of the utmost importance. Official City of Fort Lauderdale applications will be accepted and **received** at the Department of Human Resources, City Hall, 100 North Andrews Avenue – 3<sup>rd</sup> Floor, Fort Lauderdale, Florida, **open continuously until sufficient applications are received.**

LS:09/13/04:Ann#17-640-05  
ABW: Ann#27-640-05:10/09/05 Sal Chg  
ABW: 04/09/06: Sal Chg  
Medical Group I

**PARAMEDIC/FIREFIGHTER**

## **FIRE-RESCUE DEPARTMENT**

**DATE:** August 30, 2004  
**TO:** Paramedic/Firefighter Applicants  
**FROM:** Otis Latin, Fire Chief/Director, Fort Lauderdale Fire-Rescue  
**SUBJECT:** ***Qualifications for Employment as a Paramedic/Firefighter***

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The following information is provided to you in anticipation of your application for the position of Paramedic/Firefighter for the City of Fort Lauderdale. It is essential that you review this information carefully before completing the application. The Fort Lauderdale Fire-Rescue Department has consistently maintained the highest standards in the selection of personnel who will represent the City of Fort Lauderdale. All applicants for the Fort Lauderdale Fire-Rescue Department should be aware of these standards and the several phases of the selection process before attempting to qualify for this position.

Part of this qualification process is an accurate assessment of the ***character*** of the candidate. Much emphasis is placed upon your character, and as such, indications of your ***honesty*** and ***integrity*** begin with the submission of your application. All information must be ***true, accurate*** and ***without omission*** on this and all other forms submitted for processing, as well as in all other phases of the testing process. This is a critical facet, which will be verified via a comprehensive polygraph examination and background investigation.

Areas of questioning will include, but not be limited to, the following:

- I. Any PAST CRIMINAL ACTIVITY on the part of the applicant.
- II. COMPLETENESS and TRUTHFULNESS of all statements made during the selection process.
- III. ANY PAST OR PRESENT USE OF DRUGS

The applicant's drug history will be reviewed by Chief Officers as part of the background investigation. The applicant's background, age at time of usage, date of last usage, and other mitigating circumstances will be taken into consideration.

The present standards of the Fort Lauderdale Fire-Rescue Department would **DISQUALIFY** an applicant if any of the following were indicated as a result of the polygraph examination or other interviews:

- 1. Use of illegal or illicit drugs or use of any tobacco products within ONE YEAR of the date of the application being submitted.
- 2. Any use of illicit or illegal narcotics after having been employed by a fire agency, or in a firefighter or medic capacity (including Military Service as a firefighter or medic).

Additionally, if a person is on an established list for the position for longer than six months, he or she will be required to take another polygraph test prior to actual employment with the City of Fort Lauderdale.

If you determine that these standards would not disqualify you as a candidate, I look forward to your application and wish you the best of luck in the examination process.

**CITY OF FORT LAUDERDALE**  
**PARAMEDIC/FIREFIGHTER EXAMINATION PROCESS**

**Absolute truthfulness is extremely important during the entire selection process for Paramedic/Firefighter. Integrity and truthfulness are important qualifications for the Paramedic/Firefighter position. The way a candidate's integrity is evaluated is by his or her truthfulness throughout the employment process.**

**EXAMINATION PROCESS**

<u>Test and Order of Testing</u>	<u>Weight in final Register Score</u>
1. Multiple Choice Examination ( <i>Tentative dates week of October 18</i> ) .....	50%
2. Oral Interview ( <i>Tentative dates are week of October 25</i> ) .....	50%
3. Conditional Job Offer .....	
4. Polygraph Examination .....	Pass/Fail
5. Broward County Physical Ability Examination .....	Pass/Fail
6. Final Background Investigation.....	Pass/Fail
7. Medical Examination, including drug screen.....	Pass/Fail

**PHYSICAL ABILITY TEST**

The Broward County Physical Ability card is no longer required to begin testing for the position of Paramedic/Firefighter. We do encourage local applicants (Dade, Broward and Palm Beach Counties) to complete their physical ability at the Broward Fire Academy. If employed by a Tri-County area fire jurisdiction, the results of the physical ability will be good for three (3) years from the date your card was issued. If NOT employed by a fire jurisdiction in the Tri-County area, the physical ability card is valid for one (1) year from the date of issue.

Candidates who have not taken a physical ability or who have cards that are expired will be required to pass this physical ability exam in order to remain on the eligible/hiring register. The City of Fort Lauderdale will schedule candidates who are in the final stages of being processed for hire. Candidates will be responsible for registration fees charged by the Broward Fire Academy in order to take the physical ability exam.

The Firefighter Physical Ability Test is as follows:

**PART I – COMBAT TASK TEST**

**Task 1: High-Rise Stair Climb Exercise**

Carry a high-rise hose pack (or similar load weighing approximately 50 pounds) to the fifth floor of a drill tower or high-rise building.

**Task 2: Hoist Exercise**

With the aid of a utility line and a hose roller, pull a fifty (50) foot section of two-and-a-half (2.5) inch hose up and through an open window.

**Task 3: Forcible Entry Exercise**

With a dead-blow sledge hammer weighing approximately ten pounds, strike a weighted slide until the slide has been driven five (5) feet.

**Task 4: 1.5 Inch Hose Advance Exercise**

Take the nozzle end of a one hundred and fifty (150) foot charged inch-and-a-half (1.5) line and advance the hose seventy-five (75) feet.

**Task 5: Victim Rescue Exercise**

While wearing turnout gear, drag a one hundred and seventy-five (175) pound dummy a distance of one hundred (100) feet.

**PLEASE NOTE:** The above five events must be completed within a specified time limit no greater than seven (7) minutes.

## **PART II CONTENT TASKS**

### **Task 1: Confined Space Crawl Exercise**

The applicant will crawl through an unrestricted portion of a maze (3' X 4'), which includes several turns, while wearing hard hat and gloves.

### **Task 2: Extrication Exercise**

The applicant will be directed to a Hurst tool (32" spreader) weighing approximately 70 pounds. The Hurst tool will be carried to a vertical board with two holes of the same spacing as the tips of the Hurst tool. The tips will be inserted through the holes and removed. Then, without the Hurst tool touching the ground at any time, it will be returned to the marked spot.

### **Task 3: Ladder Exercise**

The applicant will properly climb to the top of a 45' to 50' extension ladder. Upon ascending the ladder, the candidate will put in a leg lock at the designated spot and simulate forcible entry on a window with an axe. After three (3) simulated swings, the candidate will descend the ladder and proceed to the 24' extension ladder. At this point the applicant will pick up the 24' extension ladder and place it on the shoulder (low shoulder carry) and proceed to the designated cone which will be fifty (50) feet away and place the ladder properly on the ground.

### **Task 4: Water Survival Exercise**

Wearing a tee shirt, long pants, and socks, the applicant will step off a platform raised one (1) meter above the edge of the pool into at least twelve (12) feet of water so that their body and head are completely submerged. The applicant will then surface to the top of the water and tread water in place for three minutes. Finally, the applicant will swim continuously fifty (50) feet using any recognizable stroke. Applicant cannot touch bottom or hang on sides of pool during test.

## **I. MULTIPLE CHOICE EXAMINATION**

Candidates who are scheduled to take the examination will be sent information regarding the areas which will be covered in the multiple choice exam.

## **II. ORAL INTERVIEW**

The interview is a formal structured process. Applicants will be rated by a three-member panel (two ranking officers from the Fire Department and a Personnel representative). Applicants for Paramedic/Firefighter will be evaluated on characteristics important to the Paramedic/Firefighter position. Applicants will be evaluated on their Communicative Ability; Judgment/Decisiveness; Initiative/Interest in the Fire Services; and Interpersonal Relations.

**TRUTHFULNESS IS EXTREMELY IMPORTANT AS DISCREPANCIES MAY CAUSE A CANDIDATE TO BE DISQUALIFIED FROM THIS RECRUITMENT AND BANNED FROM FUTURE RECRUITMENTS.**

## **III. BACKGROUND INVESTIGATION**

This will be conducted once applicants are placed on the eligibility register. The focus of the investigation will include but not be limited to verification of education and training, previous employment and work history, driving history, conviction record and past or present use of drugs. Discrepancies found in the background investigation from information given at any other point in the selection process will be grounds for disqualification from the Paramedic/Firefighter selection process.

## **IV. POLYGRAPH EXAMINATION**

These will be administered after a conditional offer of employment is given. Polygraph exam results are good for six (6) months.

## **V. MEDICAL EXAMINATION**

Prior to being hired, eligible applicants are required to successfully complete a medical examination by the City of Fort Lauderdale's licensed physician. Candidates will be required to meet specified body fat standards along with height/weight requirements. A drug and nicotine screen test is part of this examination.

## **GENERAL INFORMATION FOR PARAMEDIC/FIREFIGHTER**

### **I. DRIVING HISTORY**

Applicants will not be approved for testing who have the following driving history:

1. Accumulation of eight points or more within the past thirty-six (6) months.
2. A conviction (or case pending) for DUI, DWI, or Hit and Run, within the last five (5) years.

### **II. WORKWEEK**

Average workweek is forty-eight (48) hours with a Kelly day every three (3) weeks. Overtime (at time-and-one-half) for Paramedic/Firefighter positions assigned to Suppression.

### **III. EQUIPMENT**

All uniforms and equipment are furnished by the department.

### **IV. BENEFITS – These benefits are currently under contract negotiations and are subject to change.**

#### **Retirement – Longevity**

Paramedic/Firefighters are eligible for normal retirement after 20 years of service. The retirement plan is supported by the City and is contributory on the part of the employee, who is required to contribute 7% of his/her gross salary.

Social Security benefits are in addition to pension earned in the City of Fort Lauderdale Police and Firefighter's Retirement System.

Regular full-time employees who have served continuously for five (5) or more years receives an annual longevity payment. The longevity payment will be based on the amount provided in the agreement between the City of Fort Lauderdale and Local 765 I.A.F.F.

#### **Vacation – Sick Leave – Hospitalization**

Ten (10) days vacation a year plus eleven (11) holidays.

There are also sick leave benefits (with options to convert sick leave to vacation or cash) earned at the rate of one day per month.

The City contributes \$430.00 per month for each eligible employee who elects to participate in one of the comprehensive health care programs available to the employee.

#### **Tuition Refund**

After one (1) year of service with the City, a Paramedic/Firefighter may participate in the Tuition Refund program for partial or full reimbursement of tuition for job related college course work.

### **V. ELIGIBILITY TO COMPETE ON PROMOTIONAL EXAMINATIONS**

In order to compete for the position of Driver Engineer, candidates must have:

Two (2) or more continuous years as a Firefighter-EMT/Paramedic with the City of Fort Lauderdale.

**AND**

Completed a Driver-Engineer course conducted by either the Fire Department Training Division or an approved course equivalent in context and cost given by an accredited outside agency.

## **PARAMEDIC/FIREFIGHTER APPLICATION INFORMATION**

The following copies of documents and information must be submitted with your application.

### **APPLICATIONS MISSING INFORMATION/CERTIFICATES WILL NOT BE PROCESSED.**

**PLEASE NOTE:** **COPIES ARE TO BE SUPPLIED BY THE APPLICANT – PERSONNEL WILL NOT MAKE COPIES FOR YOU. FAX COPIES WILL NOT BE ACCEPTED.**

- HIGH SCHOOL DIPLOMA OR CERTIFICATE OF EQUIVALENT EDUCATION
- DD214 MILITARY RELEASE FORM (if applicable) **MEMBER 4 COPY**  
Your DD214 must show type of separation and character of service to be acceptable.
- WORK HISTORY – Your work history must include all positions held since the age of 18 to present. (Attach additional sheets to application if necessary.) All gaps in work history longer than 3 months must be explained even if you were attending school full-time.

**PLEASE NOTE: If work history is not complete, you will not be processed.**

- DRIVER'S LICENSE HISTORY – List in item #9 all traffic citations received within the last seven (7) years, include dates, offense, issuing agency, and disposition of case. Attach separate sheet if needed. List tickets even if you attended traffic school and no points are listed on your license.
- STATE OF FLORIDA CERTIFICATE OF COMPLIANCE, CERTIFICATE OF STATUTORY COMPLIANCE OR CERTIFICATE OF TRAINING. MUST SUBMIT AT TIME OF APPLICATION
- STATE OF FLORIDA PARAMEDIC LICENSE AND AHA/ACLS CERTIFICATE OR EQUIVALENT. MUST SUBMIT AT TIME OF APPLICATION.
- EVOC CERTIFICATE: Minimum 16-hour course – MUST SUBMIT AT TIME OF APPLICATION
- BROWARD COUNTY PHYSICAL ABILITY CARD – The Broward County Physical Ability card is no longer required to begin testing for the position of Paramedic/Firefighter. We do encourage local applicants (Dade, Broward and Palm Beach Counties) to complete their physical ability at the Broward Fire Academy. If employed by a Tri-County area fire jurisdiction, the results of the physical ability will be good for three (3) years from the date your card was issued. If NOT employed by a fire jurisdiction in the Tri-County area, the physical ability card is valid for one (1) year from the date of issue.

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- ALL DOCUMENTS RELATED TO ANY CONVICTIONS TO INCLUDE POLICE REPORT AND COURT DISPOSITIONS.

**MUST BE TURNED IN AT TIME OF APPLICATION**

**CITY OF FORT LAUDERDALE  
WAIVER OF CONFIDENTIAL RECORDS**

\_\_\_\_\_  
NAME (Print or Type)

\_\_\_\_\_  
SOCIAL SECURITY NUMBER

\_\_\_\_\_  
ADDRESS (Print or Type)

\_\_\_\_\_  
DRIVER'S LICENSE NUMBER

\_\_\_\_\_  
CITY/STATE/ZIP CODE

\_\_\_\_\_  
DATE OF BIRTH

\_\_\_\_\_  
JOB CLASS

Permission is hereby given any agency of the government of the United States, any municipal corporation or political subdivision of this State, or any other State agency or department thereof, and any other agency, person, firm, or corporation holding records considered confidential concerning me, to furnish to the City of Fort Lauderdale all information and copies thereof desired involving me in any way, upon request. Included in this grant of authority is my permission to former employers and other persons acquainted with me, or in possession of information concerning me, to supply such information to the City of Fort Lauderdale.

Such records, I understand, may include reasons for termination of employment, reasons for discharge from military service, criminal history, on-the-job performance, complete history of injuries suffered including disability remaining, educational records, or any other personal information which may not otherwise be obtained without my prior agreement.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

I understand that if I have been selected for employment in the above job class and finalization of that employment is dependent upon the verification of my present employer/employment, I hereby permit the City of Fort Lauderdale to contact my present employer for verification and work reference.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

The foregoing instrument was acknowledged before me this \_\_\_\_\_ day of \_\_\_\_\_,  
20\_\_\_\_ by \_\_\_\_\_.

(SEAL)

\_\_\_\_\_  
Notary Public

Personally known \_\_\_\_\_ or Produced Identification \_\_\_\_\_  
Type of Identification Produced \_\_\_\_\_

**MUST BE TURNED IN AT TIME OF APPLICATION**

**STATE OF FLORIDA  
FIREFIGHTER/FIRE INSPECTOR NON-USE OF TOBACCO LAW  
AND  
CITY OF FORT LAUDERDALE  
FIREFIGHTER/FIRE INSPECTOR NONSMOKING POLICY**

Florida Statute provides that in the event a Firefighter/Fire Inspector becomes disabled due to a heart or lung disease, it is presumed that this disability is a result of his/her employment as a Firefighter/Fire Inspector.

In view of this law and research indicating that smoking is linked to heart and lung disease, the State of Florida requires a person who applies for a job as a Firefighter/Fire Inspector to be a nonuser of tobacco or tobacco products for at least one (1) year immediately preceding application (House Bill 1456). In addition, it is the City of Fort Lauderdale's policy that all future Firefighters/Fire Inspectors shall remain nonsmokers.

The City of Fort Lauderdale and the International Association of Firefighters, Local 765, have agreed that Firefighters/Fire Inspectors hired on or after March 1, 1988, shall be required, as an absolute condition of continued employment, to refrain from smoking cigarettes, cigars, pipes, or tobacco products of any kind at all times whether on or off duty. Any Firefighter/Fire Inspector hired on or after March 1, 1988, who violates this provision will be subject to disciplinary action up to and including discharge.

I have read the above and understand that as a condition of employment as a Firefighter/Fire Inspector with the City of Fort Lauderdale, I attest that I have been a nonuser of tobacco or tobacco products for at least one (1) year immediately preceding application for this position and will remain smoke free during the employment/application process. Furthermore, I understand that I must refrain from smoking cigarettes, cigars, pipes, or tobacco products of any kind, whether on or off duty and violation of this rule can result in my discipline up to and including discharge from employment with the City of Fort Lauderdale.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

The foregoing instrument was acknowledged before me this \_\_\_\_\_ day of \_\_\_\_\_,  
20\_\_\_\_ by \_\_\_\_\_.

(SEAL)

\_\_\_\_\_  
Notary Public

Personally known \_\_\_\_\_ or Produced Identification \_\_\_\_\_  
Type of Identification Produced \_\_\_\_\_